



APPRECIATIVE INQUIRY INTERVIEW QUESTIONS

Discover Questions -- Define the best of "what is."

1. Thinking back over your favorite memories of _____, what have been real high points for you? What are your most positive, peak experiences with _____? Why did these experiences mean so much to you?
2. What ways have you contributed to the success of _____? Are there other things you would like to do and haven't had the chance to?
3. What are the root causes of _____'s success? What kind of environment contributes to that success?
4. When have you experienced _____ most alive and effective as an organization?
5. When have you really enjoyed your work with _____ and felt like you were having a positive impact? What are you proudest of having accomplished?
6. What do you most appreciate about _____ and the work we do?
7. What do you think _____ does well and should continue doing or do more of?
8. What trends and changes are you seeing in Dallas County that make you think of possibilities for _____ and how we could serve the community?
9. What decision have we made in the past 10 years that got us to where we are now?
10. What are _____'s most strategic advantages? Which ones give you a great sense of pride and purpose? Why?
11. What is the most significant positive outcome we could ever hope to achieve?
12. What is your sense of the root cause of _____'s ongoing success? Give an example.

Dream Questions -- Dream of "what could be."

1. Imagine _____ as you most want it to be 5 years from now. What is it like? What do you see and hear? Who do we serve? Where? What services do we offer? How many locations do we have? What skills will be critical for our staff? How do we get our work done?
2. What would the ideal _____ be like?
3. What possibilities can you see for _____'s future that doesn't exist now?

4. What unique contribution can _____ make in the future of the Dallas Metroplex?
5. What provocative propositions can you think of for the future of _____?

Design Questions – Design “what should be.”

1. Describe a time when you have witnessed, experienced, or been involved with providing seamless service to our customers. What made it work?
2. How can we build on our strengths as an organization?
3. What changes would you most like to see in _____? What do you imagine your own role might be in helping to make this happen?
4. What would have to be in place to support your dreams for _____’s future?
5. How would you design the organization to make your most noble aspirations and dreams for _____ come true?
6. What are the three most compelling opportunities for building our partnership, those which promise extraordinary results for you and _____? What must we do to realize these results?

Deliver Questions – Decide “what will be.”

1. What changes would you most like to see in _____? What do you imagine your own role might be in helping to make this happen?
2. What would have to be in place to support your dreams for _____’s future?
3. How would you design the organization to make your most noble aspirations and dreams for _____ come true?
4. Tell me about a time that _____’s organizational structure most supported you in implementing our mission. How can we make our structure more flexible and resilient?